



Coffee with the President Notes
President Curt Freed
8:00 a.m. March 27, 2024, via WebEx

- 1) There were 38 participants during this Coffee with the President gathering.
- 2) Curt Freed congratulated MCC's Employees of the Year: Faculty of the Year, Connie Mitchell; Instructor of the Year, Travis Freeman; APT Employee of the Year, Maria Cardenas; and Classified Employee of the Year, Annette Lebsock.
- 3) Curt expressed thanks to those who participated in the CCCS Listening Tour March 20 at MCC. Curt has requested the notes from the Listening session. MCC's 2023 Strategic Plan will be extended through 2024. A refreshed Strategic Plan will be developed and launched in 2025. The overall objectives will likely not change, but the strategies to achieve the objectives will need updating.
- 4) MCC received notice that 45,092 MCC students were impacted by the Colorado Department of Higher Education (CDHE) data breach, of which 8,374 had Personally Identifiable Information breached. The CDHE is responsible for notifying those who have been impacted and will give them credit monitoring options. This breach was not caused by MCC or CCCS.
- 5) HR Department Update: ShiLyn Provencio resigned from the Director of Human Resources position. Curt is working with CCCS Human Resources to identify leads for an Interim Director of Human Resources. MCC can hire someone for an interim position for up to nine months without posting the position. This will provide support for the HR office while a search for a full time HR Director is conducted. The Director of Human Resources position will be posted soon. Curt encouraged staff to show patience and support to Nancy Ruhl, Human Resources Coordinator during this interim period.
- 6) Budget Update: The Colorado Joint Budget Committee (JBC) passed the State budget "Long Bill." It has moved on for approval by the House and Senate and will then go to the Governor for signature. The initial budget proposed by Governor Polis did not favor higher ed, but the JBC's version of the budget is more favorable for colleges. Curt shared that health insurance premiums continue to increase. CCCS Presidents decided that colleges will cover 75% of the increase. In general, about 75% of the cost of employee benefit packages is paid for by the institutions. Curt stated that MCC's budget is developing well. The college anticipates around \$666,000 from the State this year. Curt noted the importance of including an accurate FTE projection in the college's budget.
- 7) Opportunity NOW Grant: MCC has been awarded around \$700K to help develop a BAS in Education. The grant is being administered through the state Office of Economic Development and International Trade. Grant specifications do not allow MCC to function as the fiscal agent.

The MCC Foundation is working to determine whether they can qualify to be the fiscal agent. The college is not announcing the grant widely until these issues are resolved. MCC is the lead on the grant, and Pueblo Community College is a sub-recipient. Curt anticipates the program will be popular through the Rural College Consortium. Curt thanked Kathy Frisbie, Christiane Olivo, and Taylor Schneider for their work on the Opportunity NOW grant. He noted that the Opportunity *Next* grant is a different program and provides scholarships to high school seniors.

8) Construction Updates:

- a) The sidewalk/curb/gutter project is almost complete. Some landscaping still needs to be finished. Curt expressed thanks to Tracy Schneider, Chloe Hirschfeld, Gene Kind, and others who have been involved in the project. The work was funded through excess controlled maintenance funding from the sprinkler and irrigation project.
- b) The Dahms-Talton Center for Skilled Trades & Technology concrete foundation should be poured soon. The Eighth Avenue (south) entrance to the east parking lot will be closed for utility work from April 1-14.
- c) The original contractor scheduled to remove the gas island canopy at the new Wray Center property fell through. MCC is working to secure a new contractor for the project. MCC will be holding a “community conversation” session in Wray to gain input on what services the community would like to see offered through the Wray Center.
- d) A controlled maintenance project replacing HVAC rooftop units (RTUs) for Cottonwood Hall, Aspen Hall, and 300 Main is scheduled to occur between the end of spring semester and the start of summer semester. The crane work necessary to lift the RTUs may require temporarily displacing some people from these locations.
- e) The Safety and Security Project (updating fire alarm panels, security alarms, camera systems, door locks, etc.) is in the planning phase. The project will need to be scaled back slightly to meet the budget, and is a state funded controlled maintenance project.

9) Appraisals:

- a) APT Employees currently participating in the partial-year online appraisal process through NEOED Perform should have received an email notifying them that a goal progress update is due April 1. After this step is completed, supervisors will assign ratings, which are due by April 15. The entire process should be completed by April 30.
- b) APT employees who started the paper appraisal for the current appraisal period should complete that process by April 30.
- c) A new year-long online process for all full-time APT employees will roll out May 1. Classified and Faculty online appraisals will launch in August.
- d) Curt thanked Jane Fries for her work overseeing the transition to NEOED Perform.

10) Several staff attended the Alliance of Hispanic Serving Institution Educators (AHSIE) Conference March 17-20 in California. Vanesa Sanchez shared that she heard great things from those who attended the conference and said that the group brought back many helpful ideas.

11) A Career Fair focusing on health professions was held March 22. Shelli Crandall said that the event was well-attended and there was a good turnout of employers. Jennifer Thistle noted

that MCC's clinical partners who participated in the fair were appreciative of the opportunity. Gabe Tolan shared that the Guys in STEM event scheduled to occur the same day was cancelled due to a convergence of factors negatively impacting registration. The plan is to offer Girls Only/Guys in STEM events in the fall.

- 12) The Dash Around the World (cultural fair for the community) was held March 23. Members of the ACCESS Team coordinated the event. Christiane Olivo estimated that 150-200 people attended and feels that it was a great success. She expressed thanks to all who helped and made special mention of Jessica Edington who created the publicity flier; Brooke Hosier and her students who created the event's passports, maps, and signs; and Gene Kind, Curt Dykes, and Eloisa Bustos, who helped with facility needs. Curt thanked Christiane for spearheading the project.
- 13) A College Fair will be held at MCC April 10 from 5-7 p.m. in Founders Room.
- 14) Professional Development Day is Friday, April 12 at the Fort Morgan Fieldhouse. Curt reminded employees to complete their Strength Finders assessment if they haven't.
- 15) MCC's Commencement Ceremony will be held Saturday, May 4, in Glenn Miller Park.
- 16) The end of year Picnic/Employee Awards event is scheduled for Monday, May 6.
- 17) Upcoming CACE events include:
 - a) Art exhibit: "Month of the Young Child" April 4-25, CACE Gallery
 - b) Brush Downtown Art Walk, April 10, 4-7 p.m.
 - c) USAFA Blue Delta and Fort Morgan High School musicians, April 19, 7 p.m. at FMHS
 - d) Live Author Webinars:
 - i. "The Foods, People, and Innovations That Feed Us—A Sweeping History of Food and Culture" with Smithsonian Curator Paula Johnson, Tuesday, April 2 at 12:00 PM
 - ii. "From Murder to Atonement—Confronting My Son's Killer" with Diane Foley & Colum McCann, Tuesday, April 9 at 12:00 PM
 - iii. "A Literary Examination of Power, Love, and Art" with Xochitl Gonzalez, Wednesday, April 17 at 6:00 PM
- 18) Jane Fries gave a reminder that this month's Bring Your Dog to Work Day is scheduled for March 28.
- 19) Deb Coates shared that Neovate (affiliated with CU Denver) researchers will be conducting an Equity Audit at MCC as part of the college's Teaching Excellence Grant. They will meet with faculty, staff, and students. The data will be aggregated to identify any equity gaps.
- 20) Curt hopes to offer another "Biscuit & Gravy Bar" in the President's office soon.

Notes by Jane Fries, Assistant to the President